DOCUMENT RESUME

ED 377 374 CE 067 828

AUTHOR Jacobs, Jerry A., Ed.
TITLE Gender Inequality at Work.
REPORT NO ISBN-0-8039-5697-5
PUB DATE 95
NOTE 438p.
AVAILABLE FROM Sage Publications, Inc., 2455 Teller Road, Thousand Oaks, CA 91320 (paperback: ISBN-0-8039-5697-5; cloth: ISBN-0-8039-5696-7).
PUB TYPE Books (010)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Administrators; Adult Education; Career Education; *Employed Women; Employment Practices; *Equal Opportunities (Jobs); Foreign Countries; *Managerial Occupations; Personnel Policy; *Salary Wage Differentials; Sex Differences; *Sex Discrimination; *Sex Fairness
IDENTIFIERS Great Britain; *Occupational Segregation

ABSTRACT

These 14 papers address many dimensions of gender inequality at work. The empirical studies include examinations of original surveys, secondary analyses of large data sets, and historical reports assaying the significance of personal, family, and structural factors with regard to gender in the workplace. An introduction (Jacobs) sketches how sex segregation came to be recognized as a linchpin of gender inequality at work, reviews the economic approach to gender inequality, and shows how a sociological approach has become a necessary complement to the economic perspective. The three chapters in part I focus on the undervaluation of women's work: "Sex Composition and Gendered Earnings Inequality: A Comparison of Job and Occupational Models" (Tomaskovic-Devey); "Gendered Instructions: Cultural Lag and Gender Bias in the Hay System of Job Evaluation" (Steinberg); and "Further Evidence on Compensating Differentials and the Gender Gap in Wages" (Jacobs, Steinberg). Part II examines the gender gap in authority in three papers: "Jobs, Authority, and Earnings among Managers: The Continuing Significance of Sex" (Reskin, Ross); "Women's Entry into Management: Trends in Earnings, Authority, and Values among Salaried Managers" (Jacobs); and "Gender, Power, and Postindustrialism" (Boyd, Mulvihill, Miles). Part III includes chapters on career processes and a study of recent trends in opportunities for women: "Cumulative Versus Continuous Disadvantage in an Unstructured Labor Market: Gender Differences in the Careers of Television Writers" (Bielby, Bielby); "Occupational Sex Segregation and Women's Early Career Job Shifts" (Rosenfeld, Spenner); and "Trends in Occupational and Industrial Sex Segregation in 56 Countries, 1960-1980" (Jacobs, Lim). The three papers in part IV consider explanations for occupational feminization: "Shifting Gender Boundaries: Women's Inroads into Academic Sociology" (Roos, Jones); "Male Flight from Computer Work: A New Look at Occupational Resegregation and Ghettoization" (Wright, Jacobs); and "Gender and the Formation of a Women's Profession: The Case of Public School Teaching" (Preston). The final paper, "Assessing Gender at Work: Evidence and Issues" (Stone), provides a closing analytical review and assessment of progress. Appendixes include an index and notes on contributors. (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

THIS
DOCUMENT
NOT
AVAILABLE
FROM

EDRS